



Workforce Development

Title V of the Civil Service Reform Act, 5 U.S.C. 4703, authorized the Office of Personnel Management (OPM) to conduct demonstration projects with different personnel management concepts to determine if they would improve the Federal personnel management system. Section 342 of the National Defense Authorization Act for Fiscal Year 1995 (Public Law 103-337) authorized the Secretary of Defense, with OPM approval, to conduct personnel demonstration projects at Department of Defense laboratories.

The DoD's goal is to enhance the effectiveness and efficiency of DoD laboratories by giving management greater control over personnel functions. The AMCOM RDEC's Personnel Demonstration Project, designed by the Department of the Army with input from the AMCOM RDEC, DoD, and OPM, was implemented September 28, 1997.

Key features of the Personnel Demonstration Project include paybanding (i.e., consolidating several pay grades into a broad band) with the three occupational family groups (i.e., (1) Engineers & Scientists, (2) Technical and Business Support, and (3) General Support), a new simplified classification system, a pay-for performance management system, modified hiring provisions, and an expanded developmental opportunities program.

Our goal is to achieve the best workforce for the U.S. Army Aviation and Missile Command's Research, Development, and Engineering Center to achieve the research, development, and acquisition mission; facilitate management's ability to adjust the workforce to manage change, mission needs, and workloads; increase the quality of the Command's workforce, laboratories, and products; and enhance customer satisfaction with the AMCOM RDEC and its products.